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| CONGREGATIONAL PROFILE |  |

Enter information directly into this document.

**SAVE the document on your computer with your congregation’s name,
city and date completed as part of the file name.**

**EMAIL COMPLETED PROFILE to** **dwendel@thenalc.org**.

**Keep a copy for your records.**

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**Congregation Name and Location**

Name Trinity Lutheran Church

Mailing address 508 Center St

City Ashland State/Province Ohio Zip/Postal Code 44805

Telephone 419.289.2126 Fax 419.289.1381

Email address trinity@trinityashland.org

Congregation website [www.trinityashland.org/](http://www.trinityashland.org/)

Seeking [x]  Full-time pastor [ ]  Part-time pastor [ ]  Either full-time or part-time
Call will be for [ ]  Solo pastor [x]  Senior pastor [ ]  Associate pastor

**Congregational President or Vice President**

Name Scott Young Title Lay Leader – Vice President

Mailing address 508 Center St

City Ashland State/Province OH Zip/Postal Code 44805

Home phone Cell phone 330.464.5679

Email address scottyoung@whitaker-myers.com

**Call Committee Chair**

Name Jon Burkholder

Mailing address 508 Center St

City Ashland State/Province OH Zip/Postal Code 44805

Home phone Cell phone 419.685.4215

Email address farmhouse.jb@gmail.com

**Congregational Demographics**

Number of **paid** staff (full- or part-time): Clergy 3 Lay professionals 21 Secretarial 2

Average worship attendance 500 Average Sunday school attendance 150

Weekly average Congregational Volunteers: 250+

**Indicate the type of community in which your congregation is located (is it small town, small city, suburban, large city, farming, industrial, etc.).**

Small town and rural.

Population – 21,000

Ashland OH website link - [www.ashland-ohio.com/](http://www.ashland-ohio.com/)

**Describe the congregation’s ethnic composition and age distribution.**

Composition-

1. Mainly Caucasian.

Age Distribution-

1. Age groups – 0-9 years old 12% 200, 10-20 years old 21% 361, 21-29 years old 9% 152, 30-49 years old 16% 271, 50-64 years old 18% 300, 65+ years old 23% 396
2. Member years - Less than 5 years 18% 289, 6-10 years 16% 255, 11-20 years 29% 453, 21+ years 35% 538.

**Does the congregation have a clear vision for mission — a clear and shared understanding of where God is leading you? If so, state it as succinctly as possible.**

Serving God is our Congregational Mission using the Ministry activities listed below-

1. Community evangelism.
2. Discipleship Ministry.
3. ALPHA course - evangelism
4. Annual Outreach Fund grants distribution.
5. Youth Ministry.
6. Missions trips – USA Youth and World.
7. Music Ministry.
8. Weekly Radio Broadcasts.
9. Weekly Video Broadcasts.
10. Christian Education Ministry.
11. Women and Children Ministry.
12. Weekday Montessori Pre-School.
13. Stephen Ministries.
14. Ashland Fostering Families.
15. Ashland Pregnancy Care Center.
16. Ashland Christian Health center
17. Annual Choir Camp.
18. Summer Reading Enrichment.
19. Weekday Beacon After School Program.
20. Annual Vacation Bible School.

**What are the primary goals of your congregation?**

Goals –

1. Continue implementing the Discipleship/CREDO initiative.
2. Increase area-wide awareness that Trinity is known as a loving Church community.
3. Expand and develop additional Ashland County Focus bringing more people to Christ.
4. Reenergize evangelism to present the Gospel for the first time and for renewal.
5. Keep the congregation membership Christ Centered.

**Describe your congregation’s worship practice (liturgy, hymns, vestments, music, hymnals, and frequency of Holy Communion).**

Hymnal in use for Sanctuary services –

ELW = Evangelical Lutheran Worship (for Sunday mornings 8:30 and 10:45) “New red book”.

Worship Service practices, times, locations -

1. Sanctuary (Saturday 5:30pm) – A Lutheran order of worship, but informal in nature. Folk and Gospel music by a band. Music and Liturgy projection on a large screen.
2. Sanctuary (Sunday 8:30am) - The most traditional of our services, following Lutheran Worship liturgies.
3. Sanctuary (Sunday 10:45am) - The most "blended" of our services, following Lutheran Worship liturgies and other resources. Broadcasted live on radio and sermon audio recorded for listening anytime.
4. Jack’s Place Praise Worship Center (Sunday 10:45am) - A Lutheran flow of worship, but informal in nature. Upbeat more contemporary Christian music. Music and Liturgy projection on two large screens. Broadcasted live on video over the internet and recorded for viewing anytime.

Holy Communion –

1. 5:30pm Service 2nd and 4th Saturday of the month,
2. 10:45am Praise Service 2nd and 4th Sunday of the month,
3. 8:30am Service 1st and 3rd Sunday of the month,
4. 10:45am Service 3rd and 5th Sunday of the month.

**Describe your congregation’s Christian education ministry.**

Sunday School for Trinity members began in 1849 (168 years). We offer many wonderful Sunday School opportunities. All classes welcome new members. Sunday School is 9:35 – 10:30 a.m. with classes for all ages. We have 7 Children Sunday School classes and 11 Adult Sunday School classes, with weekly attendance average of 150. The elementary classes are lectionary based. The adult classes are small group-based and are Biblically based on needs of the group. These classes offer a very wide variety of levels and age groups from birth to our senior citizen classes.

Sunday School continues during the summer months in a reduced and reformatted approach.

Plus, we have both a bi-weekly Men’s Bible Study and a weekly Women’s Bible Study. The share groups (bible study, topical studies, fellowship) meet at various times, such as our Lenten study groups and our Wednesday night suppers.

**Describe the congregation’s current activities for mission and outreach.**

1. The annual Trinity Youth mission work trips, to help needy areas throughout the USA.
2. Trinity youth provide community volunteering, which includes helping the elderly or home bound with their chores.
3. Annual Outreach dollar grants using our Endowment Funds, throughout the USA and the World.
4. Family clothing and food donations to Ashland Associated Charities all year long.
5. Ashland Pregnancy Care Center donations and support.
6. Sponsor the local “Out of the Darkness” Walk of the American Foundation for Suicide Prevention.
7. Provide financial assistance to the Ashland Christian Health Center.

**The NALC is committed to moving away from an institutional understanding of the Church, to the biblical commission to be a community of followers of Jesus who focus on being disciples and making disciples. Which best describes your congregation’s understanding of this movement? [Type an X by the appropriate response]**

 Totally unaware

 X Have heard about it

 Have been involved personally

 X Some in the congregation are involved, some aren’t

 Congregation understands, is on-board and involved

**List the *Top Five Things* your congregation hopes for in its next Pastor?**

1. **Biblical –** One with strong biblical knowledge, excellent skills in preaching and teaching, able to clearly communicate the Truth and a strong conviction to God’s word.
2. **Experience –** One with proven ministry and congregational growth experiences, strengths in administration, financial leadership, community involvement and counseling, discipleship emphasis.
3. **Ministry –** One with an emphasis on developing ministry, visionary, empowering and permission giving leader with ability to develop leadership in others, small group development and mission focus.
4. **Personal –** One with a youthful focus, committed to family and community, bold and compassionate, creative and visionary.
5. **Spiritual -** One with bold conviction for Christ, inspires members to grow in faith, sensitive to the leading of the Holy Spirit with value and strength in prayer.

**What were the four most significant events in your congregation’s history? Provide the years in which these events happened and why they are important to your congregation.**

1. Moving to existing Church building in 1963 and the building expansion in 2002. - The beautiful Sanctuary and the multipurpose worship area provided us with the opportunity to attract more people to Jesus Christ.
2. Large Endowments established in 1979 and 2003 by bequests from two long time members. - The income from these endowments allows us to increase our benevolence outreach and properly maintain the Church building.
3. Joining the NALC in 2011, after being a part of the ELCA since it was formed.
4. Pastor Sanford Mitchell retirement after 37 years in 2015. - Prayerfully the congregation was able determine what kind of a Church we wanted to be moving forward and we were then able to Call Pastor Eric Riesen.

**Has your congregation participated in the Congregational Workshop Preparatory to the Call Process? [Type an X by the appropriate response]**

 **Yes X No**

**What were the four most significant results of the alternate to the NALC workshop - Trinity consultant workshop?**

1. Make Trinity an even more welcoming place.
2. Implement congregational discipleship focus.
3. Expanded Christian Education and Intentional Family Ministry using the Holistic Family approach.
4. Request volunteers in targeted areas, by empowerment.

**Describe the nature and extent of any significant current or recent conflict in the congregation. Is this conflict resolved, or ongoing? If resolved, how was it resolved?**

We do not have any conflict currently.

**How does your congregation handle conflict/tension? Which of the following do you think best describes your congregation? [Type an X by the appropriate response]**

 As a church, we respect and listen to each other and work things through without generating divisiveness.

 As a church, we try to respect and listen to each other, but it is not uncommon for differences of opinion to be a problem and for some people to choose sides. Some have left our church because of conflict.

 Conflict hurts our sense of unity, but we tend not to talk about it.

 X Painful experience with conflict has been present, but it has been worked through, and we have learned from the experience.

 We have had some painful experiences with conflict, and they linger in the background.

 Open conflict is present, and we need a minister who can help us deal with it.

 Other (describe)…...

**What was the nature of the relationship between your last pastor and the congregation? Positive? Struggling? Cooperative? Tense?**

Very positive, respectful, and loving relationship with Pastor Eric Riesen.

**How did your council/congregational leaders work together with your last pastor? [Type an X by the appropriate response]**

 Leadership is shared, with shared decision-making

 Pastor makes important decisions

 X Council makes decisions with pastoral input

 Council makes decisions without pastoral input

**Is your pastor a member of council with: [Type an X by the appropriate response(s)]**

 X Voice Vote

**Congregational finances**

Total budget for last fiscal year: $ 1.1 million

Benevolence to the North American Lutheran Church: $ 48,000

Other benevolence info: Benevolence distribution total over the last 40 years from the Annual Budgeted Benevolence (above), Camp Mowana, World Hunger, the Good Samaritan Fund, the Special Fund, and the Outreach Fund- $6.5 million.

Total debt of the congregation: $ 0.00

Total savings, reserves, and endowments: $ 10.6 million

**Compensation of Last Pastor**

Salary: $ 59,427 Parsonage/housing allowance: $ 25,469

Social Security offset: $ 9,092 (based on salary/Housing) Pension: $ 10,611 (based on Salary, FICA, Housing)

Health Insurance: $ 25,560 (based on family and age) Vacation: 4 weeks

Continuing education (time/funding): Paid out of our Staff Development Fund and Budget, as needed.

Travel reimbursement: Yes

Other: Car allowance = $4,000

**Other information about our congregation that may be helpful in the call process.**

1. Serving God since 1839.
2. Trinity voted to leave the ELCA in 2011 and join the NALC.
3. Worship, classes, and programs by the numbers-- 4 weekly worship services, 7 Children Sunday School classes, 11 Adult Sunday School classes, 10 Children and Families programs/activities, 6 Youth programs/activities, summer Vacation Bible School.
4. Other Ministries include-- Prayer, Music, 13 Choirs, Mission Trips, Bible Studies, Outreaching Fund, Radio broadcast (74 years), Video broadcast, active Stephen Ministry, Leadership, Teaching, Volunteerism, Evangelism, Wood Workers, Hospitality, Serving, Pre School, Men’s, Women’s, Young Adult, Community groups meetings, Beacon after school program, Home School Group, Toddler Time, Summer Reading Enrichment, and Fellowship.
5. City and County Ministries involvement-- Associated Charities- food and family support, Domestic Violence Shelter, Fostering Families, Ashland Pregnancy Care Center, Ashland Christian Health Center, and Suicide Prevention Alliance.
6. Facility changes over the years–- Nursery and office expansions, Church Home Exterior renovation, Jack’s Place addition (Fellowship hall and lower level Youth area), Parking lot relocation and expansion, Gathering Space addition, Montessori classroom. Past fund raising very effective and retirement of debts successful.
7. Trinity owns 13 residential rental units.
8. Numerous business owners, community leaders, and elected officials are in our Congregation.
9. Ashland Community Information overview:
	1. New city school buildings- Middle School and Elementary School, School administration, Athletic Field House, and Community auditorium.
	2. Ashland City School system is comprised of Senior High, Middle School, three Elementary Schools, administration office and bus garage, field house, athletic fields, stadium, and auditorium.
	3. Local Christian Schools and Home-Schooling support.
	4. Downtown Ashland embarking on revitalization effort.
	5. Ashland University and Ashland Seminary are an important part of the community.
	6. Samaritan Hospital founded in 1912 (now part of University Hospitals in Cleveland).
	7. Ashland Samaritan Hospital Foundation.
	8. Ashland County Community Foundation.
	9. Ashland Symphony Orchestra.
	10. Extensive recreation park systems – City, County, Mohican State Park, and trails.
	11. Local golf courses.
	12. City swimming pool.
	13. Local manufacturing, research, distribution, small businesses, and service companies.
	14. National chain hotels.
	15. Service organizations – Lions, Eagles, VFW, American Legion, Am Vets, Elks.
	16. Community effectiveness in raising funds for- United Way, Ashland Bicentennial, Community Foundation, Historical Society, Theater restoration, Salvation Army Kroc Center, Auditorium, new school buildings, Athletic field house, YMCA, Hospice, other civic projects.

**When the Congregational Vacancy List is updated, a short paragraph (3-4 sentences) is included announcing each congregation’s ministry. If you wish, your call committee may compose that summary, realizing it may be edited/formatted as needed.**

Trinity Lutheran Church has served the Lord since 1839. We are seeking a Senior Pastor. We are filled with believers in the Word and of being Disciples. The Congregation is attentive to the Word, prayer, worship, family, and benevolence outreach to the community and elsewhere. We have a very active Christian Education program, music program, hundreds of volunteers, plus women’s/men’s/youth/children’s/pre-school/after school/radio/video/missions/evangelism ministries and we focus on discipleship. We are part of an energetic and growing local community.

**Consider filming a video to be included with your Congregational Profile on the** [**NALC website Vacancy List**](http://thenalc.org/call-process)**. We invite your call committee to make a 3-5 minute video introducing prospective pastoral candidates to your context and congregation. The video can be informal, explaining what your congregation is seeking in a pastor and showing images of the members of your congregation and your worship environment. Here are some sample videos:** [**Example One**](https://www.youtube.com/watch?v=rcXBhDNftvg&feature=youtu.be)**,** [**Example Two**](https://vimeo.com/242282875)**. These samples were not produced by the NALC. They are both simply examples of the type of content you could include in a video.**

**Video Submission Instructions:**

Upload your video to YouTube or Vimeo. (Here are instructions on how to upload to YouTube: [wikihow.com/Upload-a-Video-to-YouTube](https://www.wikihow.com/Upload-a-Video-to-YouTube).) Include a link to the video below. Make sure the link allows for public access to the video.

[video link]

Completed by: Trinity Call Committee – Dan Wierbiki Date: January 31, 2020

**SUBMISSION INSTRUCTIONS:**

**save a copy of this profile to your computer. Use “Save As” and specify document file name as:**

**Congregation name, City, Date**

**\*\*Email a copy of the completed profile to the Assistant to the Bishop for Ministry,** **dwendel@thenalc.org****.**

Alternative submission method ONLY if you do not have email: Print and mail the complete profile to:

 North American Lutheran Church

 Attn: Pr. David Wendel

 2299 Palmer Dr., Suite 220

 New Brighton, MN 55112-2202

In addition, mail or email a copy of the completed profile to your mission district dean (can be found at [thenalc.org/mission-districts/](http://thenalc.org/mission-districts).

Should you have questions, call Pr. David Wendel, assistant to the bishop for ministry, at 719-650-8171 (cell).

**Please keep a copy of this document for your records.**